



United States
Office of Personnel Management

FWS Job Grading Standard for

Cement Finisher

3602

Workforce Compensation & Performance Service
Office of Classification Programs
December 1997, HRCD-4

WORK COVERED

This standard is used to grade all nonsupervisory jobs involved in construction and repair of cement and concrete surfaces and structures.

TITLES

Jobs covered by this standard at and above the WG-8 level are to be titled *Cement Finisher*.

Jobs covered by this standard below the WG-8 level are to be titled *Cement Worker*.

GRADE LEVELS

This standard does not describe all possible levels at which jobs might be established. If jobs differ substantially from the skill, knowledge, and other work requirements described in the grade levels of the standard, they may warrant grading either above or below those grades.

3602-6**Cement Worker, Grade 6****3602-6**

General: The WG-6 Cement Worker receives assignments from a higher grade worker or supervisor in the form of oral or written instructions on the mixing, pouring, spreading, and leveling of cement and concrete surfaces and structures. These instructions cover the work to be done and material and methods to be used in accomplishing the work.

He works on such surfaces as sidewalks, steps, walls, curbs, ramps, roads, and runways. He builds and sets forms on projects of limited scope and difficulty such as sidewalks and steps which do not require precise measurements and involve only the setting of forms in straight lines. He mixes, pours, spreads, and levels cement and concrete in preparation for final finishing. In repairing damaged areas, he removes broken concrete and prepares subsurfaces.

Skill and Knowledge: At this level, the cement worker must have a basic knowledge of the methods and techniques of cement work. In repairing damaged areas, he must have the ability to remove broken concrete and to prepare subsurface for repair including, leveling ground and tamping fill material, such as sand, dirt, or gravel. He must be able to mix and prepare concrete in accordance with specifications, insuring that the proper amount of cement, sand, stone, and water are used and that proper consistency is obtained. He must have the ability to pour concrete into forms and spread and level concrete. He must be able to perform rough finishing of small areas.

The WG-6 Cement Worker must be skilled in use of a variety of tools common to the trade. He must be able to use a concrete paving breaker, pneumatic hammer, and concrete saw to remove broken concrete. He must be able to use a straight edge, trowel, screen, and float while leveling concrete. He must have the ability to use a hammer and saw when building or disassembling forms. He must be able to operate a cement mixer. He must have the ability to use a concrete vibrator to eliminate defects caused by bubbles and hollow spots.

Responsibility: A higher grade worker or supervisor assigns work orally or through written work orders. The WG-6 Cement Worker obtains the tools and material as required by instructions. On small repair jobs, he proceeds to complete assigned tasks in accordance with instructions. When working as a member of a crew, he receives the necessary instructions from a higher grade worker who is available for guidance and assistance. His work is subject to check during progress for conformance with instructions and completed work is checked for acceptability.

Physical Effort: The WG-6 Cement Worker is frequently required to perform heavy lifting up to 46 kilograms (100 pounds) while carrying cement and other equipment and materials. His work normally requires extensive standing, walking, kneeling and bending.

Working Conditions: The WG-6 Cement Worker works both inside and outside. He is frequently exposed to dust and dirt while mixing concrete.

3602-8**Cement Finisher, Grade 8****3602-8**

General: The work at this grade, in addition to work done at the WG-6 level, involves the final finishing of cement and concrete, and work on difficult projects, requiring more precise measurements and setting forms in curved as well as straight lines.

In comparison with the WG-6 level, the WG-8 Cement Finisher also must have a more comprehensive knowledge of the cement finishing occupation to plan work methods and sequences, lay out the work to be done, determine materials to be used, select proper tools, and accomplish the job in accordance with appropriate methods and accepted trade practices.

The WG-8 Cement Finisher works from oral instructions, blueprints, work orders, and rough sketches. The supervisor checks his work only to see that it meets accepted trade standards.

Skill and Knowledge: In comparison with the WG-6 level, the WG-8 Cement Finisher must have a more comprehensive knowledge of the work methods, sequences, and techniques of cement work. He must have the ability to assemble and set forms to meet precise job specifications in accordance with type and shape of structures and material. The WG-8 Cement Finisher must know and determine when to use reinforcement steel or wire and must be able to install and arrange reinforcement material to obtain maximum strength. He must know when cement is sufficiently vibrated to eliminate bubbles. He must have a thorough knowledge of the properties and characteristics of materials in order to determine proper mixtures and setting time.

In addition to work requirements at the WG-6 level, he must know when to accomplish preliminary and final finishing. He must be able to finish surfaces to specified desired finish and texture by such methods as rubbing with abrasive stone or applying a smooth coat of cement mortar. He must know how to apply special friction finishes. He must have the ability to apply special cement mixtures to walls to obtain desired finish or waterproofing. He must be able to perform finishing work such as rolling curbs and shaping drainage areas.

In addition to the kinds of applications described at the WG-6 level, the WG-8 Cement Finisher must be skilled in use of floats, edgers, troweling machines, abrasives, and other cement finishing tools in performing final finishing and in shaping curbs and drains to proper grade and contour. On occasions, he may be required to use a mud pump or mud jack machine to raise sunken portions of road or runway.

Responsibility: At this level, the cement finisher receives assignments from his supervisor either orally or through written work orders. In comparison with the WG-6 level, the WG-8 Cement Finisher has greater responsibility in reviewing work to be done, interpreting blueprints or sketches, determining work methods and sequences needed to complete work, selecting materials, and determining from specifications what is required in regard to the type

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of cement and the strength of the composition. Finished work is checked only to see that it meets accepted trade standards.

Physical Effort: The physical effort is similar to that described at the [WG-6 level](#).

Working Conditions: The working conditions are similar to those described at the [WG-6 level](#).